



Equal Pay Equal Rights

Summary of the Inclusive Employment Report



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About this summary



A **summary** tells us the most important ideas in a report.



This summary is about **inclusive employment** for people with intellectual disability.

Inclusive employment means getting the same job choices and rights as everyone else.



**Inclusion
Australia**

This summary was written by Inclusion Australia.

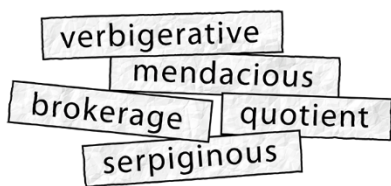
Where it says 'we' it means Inclusion Australia.



This summary is written in Easy Read.



It is a good idea to read this summary with support.



Hard words are in **bold**.

We have written what they mean.



We gave our big Inclusive Employment Report to the Government on

31 December 2022



You can read the big version of the report on the [Inclusion Australia website](#).

Equal Pay Equal Rights



Equal Pay Equal Rights was a project run by Inclusion Australia.



The project looked at problems people with intellectual disability have getting fair pay and rights at work.



The project team had 2 people with intellectual disability who have worked in

- **Australian Disability Enterprises**
- and
- **open employment**



Australian Disability Enterprises are a type of employment for people with disability who need support to work.

We call them ADEs for short.



People who work in ADEs usually do not get paid very much.



Open employment is when people with and without disability work together in regular jobs.



We spoke to people with intellectual disability and their families about their pay and rights at work.

We also looked at



- different studies people have done about fair pay and rights at work for people with disability



- how other countries deal with fair pay and rights at work for people with disability

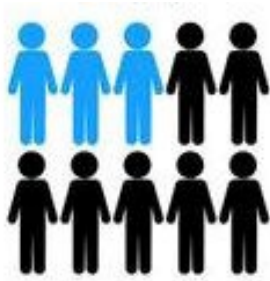


We found out lots of big ideas that we can use to make work fairer for people with an intellectual disability.

What we found



People with intellectual disability find it harder to get a job than most people.



Only about 3 in 10 people with intellectual disability in Australia have a job.



This means people with intellectual disability are more likely to have trouble paying for everyday things such as

- Rent
- Food
- Bills



Almost half of people with intellectual disability with a job work in ADEs.



ADEs usually do not pay very much.

People working in ADEs can be paid as low as \$2.90 per hour.



This is not even enough to buy a cup of coffee.



For everyone else who works in Australia the **minimum wage** is \$23 per hour.

Minimum wage means the lowest amount you are allowed to be paid.



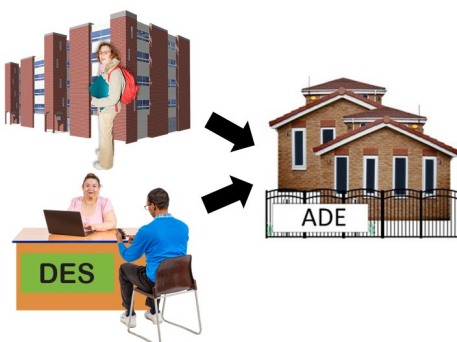
The Australian employment system does not give people with intellectual disability much choice in what they can do for work.



Some people are not told about other job choices so they think they have to work in an ADE.



Most people with intellectual disability are told the best thing to do is work in an ADE.



Schools and Disability Employment Services or DES push people with intellectual disability to work in an ADE instead of in open employment.



This is what we call the **polished pathway**.

The polished pathway means people with intellectual disability



- do not get to make their own choices about where they work and what they do for a job



- are **segregated**
segregated means separated from the rest of the community



- are stuck getting low pay for their work



- find it hard to leave ADEs and get a job in open employment.

Barriers to employment



There are lots of problems that make it hard for people with intellectual disability to get a job in open employment.

These problems are called **barriers**.

Some of the barriers are



- being treated differently when looking for a job or once they get a job
- not enough accessible information on finding work in open employment
- worries about losing the DSP if they get a different job
- not enough support for people who want to work in open employment.



The Government has spent a lot of money on employment for people with intellectual disability but not much has changed.



People with intellectual disability are still pushed into working in ADEs.



Many people with intellectual disability still do not work at all.



This needs to change.

What we said



People with intellectual disability have the right to choose where they work and what they do for a job.



People with intellectual disability need to be given accessible information about finding open employment.



The Government needs laws and rules that make sure people with intellectual disability are supported to make their own decisions about work.



The Government needs to support workplaces that give jobs to people with intellectual disability.

The Government needs to change the way ADEs work by



- moving away from the polished pathway and stop pushing people with intellectual disability to work at ADEs



- making sure ADEs help people to get work in open employment if the person wants to



- making sure ADEs pay their staff properly

People who work in ADEs should be getting at least the minimum wage of \$23 per hour



The Government needs to look at different ways of moving people who work in ADEs to minimum wage.



The Government needs to change the Disability Support Pension so people can keep more of their pay.



The Government needs to do regular checks on ADEs and workplaces that have staff with intellectual disability to make sure they are doing the right thing.